

**Written Public Hearing Testimony of
Scott Jackson, Commissioner
Department of Labor
Labor and Public Employees Committee
January 31, 2017**

Good Morning Senator Gomes, Senator Miner, Representative Porter, Representative Bocchino and members of the Labor and Public Employees Committee. My name is Scott Jackson and I am the Commissioner of the Department of Labor.

Thank you for the opportunity to provide you with written testimony regarding **House Bill #5210, An Act Concerning Various Pay Equity and Fairness Matters**. As the Labor Commissioner, I applaud the proponent of this legislation because the issue of pay equity and fairness must be addressed. The findings presented by the Institute for Women's Policy Research in its recent report, The Status of Women in Connecticut's Workforce (November 2014), indicate that a gender wage gap in Connecticut still exists. Specifically:

- Women's median annual earnings in Connecticut for full-time, year-round workers (\$46,800) are considerably higher than earnings for women nationwide (\$37,000), but lower than earnings for men in Connecticut (\$60,000).
- Women's median annual earnings in the state vary substantially across the largest racial and ethnic groups. White women have the highest earnings (\$51,000) and Hispanic women have the lowest (\$30,947).
- The gender wage gap in Connecticut has narrowed over the last several decades, but women in the state who work full-time, year-round still earn considerably less than men. In 2012, women in Connecticut earned 78.0 cents on the dollar compared with their male counterparts.
- Pay inequities within the same occupation also contribute to the gender wage gap in Connecticut. Among the 19 detailed occupations that employ enough women and men to analyze the gender earnings ratio, women who work full-time, year-round earn less than their male counterparts in all but one occupation (secondary school teachers). Women who are physicians and surgeons or financial managers face the largest wage disparities. They earn 56.0 and 56.5 percent, respectively, of the amount their male counterparts earn.

Thank you for the opportunity to provide this testimony and I hope that the Labor and Public Employees Committee look favorably upon this legislation.